



What Our Diversity
Champions Have to Say

John Browne, Laboratory Director, speaking...

Q: What happens if the Laboratory doesn't pay attention to diversity?

A: "I was thinking about this with respect to Chancellor Yang's comment about 'fix your own house first.' We want to be the employer of choice. We want to be the place where [diversity] is not an issue at Los Alamos, that diversity is valued.

And in thinking about fixing our own house, I had a personal experience in the last week or so. We've been doing some minor remodeling to our house, and we tore out a place where we wanted to put in some new windows and we found some of the wood was rotted. And the deeper we dug into it, we found some termites. And instantly you're going to fix that because you know if you don't fix it, your house is going to fall down eventually.

So when I thought about this with respect to the topic today, you know as a Laboratory we're really trying to get to the place where there are truly zero people mistreatment incidents. Whether it is racial profiling, whether it is intolerance of any kind or differences with people, whether it is religious or gender differences, a person's handicap... you know there are all kinds of things that can... I think are like the termites I saw eating at my house. If we let these kinds of problems eat at our house—namely the Laboratory—it too can fall down. And I think that's the job we have to do.

But to do it, I think we need you. To do it—this is not just a management issue. Management has to help lead the way, but I think all employees have to be willing to stand up for what's right in their work place. They have to have no fear of speaking out if they see things that they think are wrong. And I know that traditionally has been one of the hardest things to do at this Laboratory.

But let me close by saying that I assure you that it is okay to speak up here, and we want you to speak up, and we want you to all value diversity.

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